

UNCLASSIFIED

MILPER MESSAGE NR 06-233

SUBJECT: FOREIGN LANGUAGE PROFICIENCY PAY (FLPP) REVISION

A. TITLE 37, UNITED STATES CODE, SEC 316.

B. NATIONAL DEFENSE AUTHORIZATION ACT (NDAA) FOR FY 2005.

C. DEPARTMENT OF DEFENSE INSTRUCTION (DODI) 7280.3, SPECIAL PAY FOR FOREIGN LANGUAGE PROFICIENCY, FEBRUARY 23, 2000.

D. AR 611-6, FOREIGN LANGUAGE PROFICIENCY PAY, CHAPTER 6.

E. MILPER MSG NR 04-185, SUBJ: FOREIGN LANGUAGE PROFICIENCY PAY (FLPP) CHANGES DTG 24 JUN 04.

F. MILPER MSG NR 02-162, SUBJ: FOREIGN LANGUAGE PROFICIENCY PAY (FLPP) DTG 22 MAY 02.

G. ALARACT MSG DTG 091642Z APR 02, SUBJ: CLARIFICATION OF FOREIGN LANGUAGE PROFICIENCY PAY (FLPP) MESSAGE DTG 111305Z APR 00.

H. ALARACT MSG DTG 111305Z APR 00, SUBJ: CHANGES TO FOREIGN LANGUAGE PROFICIENCY PAY (FLPP).

1. THIS MESSAGE WILL EXPIRE NLT 18 JULY 2008. HOWEVER, POLICIES EXPRESSED IN THIS MESSAGE WILL REMAIN IN EFFECT UNTIL A CHANGE IS MADE TO THE FLPP PROGRAM.

2. THIS IS A TWO PART MESSAGE.

3. EFFECTIVE 1 JUNE 2006, THE OFFICE OF THE SECRETARY OF DEFENSE AUTHORIZED AN INCREASE IN THE FLPP RATES. THE FOLLOWING REVISION SUPERSEDES CHAPTER 6, AR 611-6 AND THE MESSAGES REFERENCED ABOVE (E THROUGH H) EFFECTIVE DATE 18 AUGUST 2006.

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4. PART ONE: PROCEDURES FOR FLPP ORDERS:

(A) TO ENSURE SOLDIERS ARE PAID THE CORRECT FLPP RATE, THE SERVICING MILITARY HUMAN RESOURCES (HR) OFFICES OR S1, MUST ISSUE ORDERS TO AWARD, CHANGE, TERMINATE OR REINSTATE FLPP.

(B) THE PERSONNEL OFFICER MUST PUBLISH ORDERS FOR ALL FLPP QUALIFIED SOLDIERS. THE ORDER SHOULD BE IAW AR 600-8-105, FIGURE 3-6, FORMAT 330, PROFICIENCY PAY AND LOCAL PROCEDURES. THE ORDER MUST INCLUDE THE EFFECTIVE AND TERMINATION DATES, PAYMENT LIST, PAYMENT LEVEL (AMOUNT), LANGUAGE OR LANGUAGE IDENTIFIER CODE (LIC), AUTHORITY (THIS MESSAGE), MOS/SPECIALTY AND SPECIAL INSTRUCTIONS (SI) IF APPLICABLE. NOTE: SOLDIERS ORDERS ARE EFFECTIVE FOR NLT 12 MONTHS OR WHEN THE SOLDIER RETESTS, WHICH EVER OCCURS FIRST. SPECIFIC PROCEDURES ARE ADDRESSED IN PART TWO, SECTION III, FOR ARNG/USAR AND SECTION IV FOR ACTIVE ARMY SOLDIERS. SECTION V PROVIDES THE PROCEDURES AND STEPS FOR AWARDED, CHANGING, MAINTAINING, REINSTATING AND TERMINATING FLPP ENTITLEMENT BY WORK CENTER AT THE FIELD LEVEL.

(C) SOLDIERS WHO ARE CURRENTLY RECEIVING FLPP AND WILL CONTINUE TO RECEIVE FLPP BASED ON THE REVISED PROGRAM MUST HAVE TWO ORDERS ISSUED. THE FIRST ORDER WILL TERMINATE THEIR CURRENT RATE EFFECTIVE 17 AUGUST 2006 AND THE SECOND ORDER WILL AWARD THE NEW RATE EFFECTIVE 18 AUGUST 2006.

(D) SOLDIERS WHO ARE CURRENTLY RECEIVING FLPP AND WILL NO LONGER BE ELIGIBLE EFFECTIVE THE RELEASE OF THIS MESSAGE WILL CONTINUE TO RECEIVE THEIR FLPP ENTITLEMENT AT THE SAME RATE UNTIL THEIR EXPIRATION DATE. THE

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EXPIRATION DATE FOR FLPP IS 12 MONTHS FROM THE EVALUATION TEST DATE (BLOCK 10) ON THE DA FORM 330. THE SOLDIER'S UNIT MUST ISSUE TERMINATION ORDERS WHEN THE SOLDIER'S TEST EXPIRES.

(E) FIRST TIME ELIGIBLE SOLDIERS WHO QUALIFY FOR FLPP BASED ON THIS MESSAGE MUST HAVE ORDERS ISSUED TO AWARD THE NEW RATE, EFFECTIVE 18 AUGUST 2006 AND ENSURE SOLDIERS HAVE A CURRENT LANGUAGE TEST, DA FORM 330.

(F) ORDERS MUST BE GENERATED FROM THE DA FORM 330 (VERIFY ELIGIBILITY) TO AWARD AND TERMINATE PAYMENTS. THE DFAS PAY SYSTEM DOES NOT GENERATE AN AUTOMATIC TERMINATION DATE FOR FLPP ENTITLEMENT AND LOCAL FINANCE OFFICES CAN NOT ENTER A FUTURE STOP DATE.

(G) FINANCE OFFICES WILL NOT PAY SOLDIERS BASED ON A DA FORM 330. ORDERS ARE THE AUTHORITY FOR LOCAL FINANCE OFFICES TO STOP AND START FLPP ENTITLEMENT.

(H) SEPARATE ORDERS MUST BE PROCESSED FOR SOLDIERS WHO ARE ELIGIBLE FOR FLPP IN MULTIPLE LANGUAGES. INCLUDE A SPECIAL INSTRUCTION ON ORDERS AS FOLLOWS, "SOLDIER'S CONTROL LANGUAGE (CLANG) IS ARABIC, AND IS PROFICIENT IN FRENCH AND HEBREW". CROSS REFERENCE MULTIPLE LANGUAGES ON ALL ORDERS.

(I) DISTRIBUTE ORDERS AS FOLLOWS: 2 COPIES FAO, 1 COPY TO UNIT RECORD, AND COPY TO SOLDIER, AS INDICATED IN SECTION V OF THIS REVISION. UPDATES TO FLPP MUST BE PROCESSED THROUGH THE SUPPORTING FINANCE OFFICE.

(J) ANNUAL RECERTIFICATION IS A REQUIREMENT FOR FLPP. THEREFORE, IT IS THE SOLDIERS' RESPONSIBILITY TO SCHEDULE THEIR LANGUAGE TEST PRIOR TO THE EXPIRATION DATE.

(K) WHEN TESTING FACILITIES ARE NOT AVAILABLE, PROVISIONS ARE OUTLINED IN PARAGRAPH 6-6 OF THIS REVISION.

(L) MAINTAIN CURRENT ROSTER OF FLPP RECIPIENTS WITH THEIR FLPP TEST DATE, TERMINATION DATE AND FLPP AMOUNT.

(M) ENSURE ALL SOLDIERS WHO ARE PROFICIENT IN A LANGUAGE AND ELIGIBLE FOR FLPP ARE PROVIDED THE OPPORTUNITY TO TEST IN THEIR LANGUAGE TO RECEIVE FLPP ENTITLEMENT.

(N) MONTHLY REPORTING REQUIREMENT, ARMY COMMAND, ARMY SERVICE COMPONENT COMMAND, AND DIRECT REPORTING UNITS ARE REQUIRED TO SUBMIT THE NUMBER OF SOLDIERS WHO ARE RECEIVING FLPP ENTITLEMENT. ADDITIONAL GUIDANCE AND REPORTING EXAMPLES ARE ADDRESSED IN PARAGRAPH 6-7 OF THIS REVISION.

PART TWO: POLICY

FOREIGN LANGUAGE PROFICIENCY PAY

SECTION-I GENERAL

6-1 PURPOSE

A. THIS CHAPTER PRESCRIBES POLICY AND GUIDANCE FOR THE ADMINISTRATION OF FOREIGN LANGUAGE PROFICIENCY PAY (FLPP) FOR QUALIFIED ACTIVE ARMY (AA) AND RESERVE COMPONENT (RC) SOLDIERS.

B. FLPP IS A MONTHLY MONETARY BONUS PAID TO OFFICERS, WARRANT OFFICERS, AND ENLISTED PERSONNEL WHO MAINTAIN THE REQUIRED PROFICIENCY IN DESIGNATED FOREIGN LANGUAGE(S) IN ACCORDANCE WITH THE ARMY'S NEEDS.

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C. THE FLPP PROGRAM IS AUTHORIZED UNDER THE PROVISIONS OF TITLE 37 UNITED STATES CODE SECTION 316. IT IS ADMINISTERED ACCORDING TO DODI 7280.3 AND CHAPTER 19 OF DOD FINANCIAL MANAGEMENT REGULATION 7000.14-R (VOLUME 7, PART A).

D. UNIT COMMANDER RESPONSIBILITIES UNDER THIS POLICY:

- (1) ENSURE SOLDIERS RECEIVING FLPP MEET ELIGIBILITY REQUIREMENTS.
- (2) ENSURE ORDERS ARE PROCESSED AND FLPP PAYMENTS ARE EXECUTED.
- (3) MEET UNIT REPORTING REQUIREMENTS.
- (4) ENSURE WHEN SOLDIERS' ORDERS ARE RESCINDED, ELIGIBILITY FOR PAY TERMINATES.
- (5) VERIFY THE UNIT COMMANDER FINANCE REPORT.

E. FOR THE PURPOSES OF THIS POLICY:

- (1) THE ASSISTANT SECRETARY OF THE ARMY FOR MANPOWER AND RESERVE AFFAIRS (ASA/M&RA) WILL IDENTIFY THE CRITICAL LANGUAGES THE ARMY WILL PAY FOR FLPP.
- (2) THE DEFENSE LANGUAGE OFFICE WILL DETERMINE WHICH LANGUAGES ON THE STRATEGIC LANGUAGE LIST ARE DOMINANT IN THE FORCE. WHEN A LANGUAGE IS ALSO IDENTIFIED BY THE ARMY AS DOMINANT IN THE FORCE, THE ARMY WILL ONLY PAY FLPP TO SOLDIERS IN A LANGUAGE DEPENDENT MOS/SPECIALITY OR LANGUAGE CODED BILLET.

EXAMPLE—

SPANISH HAS BEEN IDENTIFIED AS A DOMINANT LANGUAGE. ONLY THOSE SOLDIERS WHO ARE IN A LANGUAGE DEPENDENT MOS/SPECIALITY OR LANGUAGE DESIGNATED BILLET (OR OFFICER EQUIVALENT) FOR SPANISH WILL BE PAID FLPP FOR SPANISH.

- (3) LANGUAGE PROFICIENCY IS THE LEVEL OF PROFICIENCY A SOLDIER POSSESSES IN A FOREIGN LANGUAGE SKILL AS CERTIFIED BY A TESTING METHOD ENDORSED BY DEFENSE LANGUAGE INSTITUTE FOREIGN LANGUAGE CENTER (DLIFLC).

6-2 FLPP PROGRAM

A. CONDITIONS. LANGUAGES OR SPECIALTIES RECOMMENDED FOR FLPP MUST SATISFY THE CONDITIONS PRESCRIBED BY THIS CHAPTER.

B. ACTIVE ARMY: ARMY COMMANDS MAY FORWARD REQUESTS FOR ADMINISTRATIVE OR POLICY CHANGES TO DCS, G-1 (DAPE-PRR-C), WASHINGTON, DC 20310-0300, WITH AN INFORMATION COPY TO DCS, G-2 (DAMI-POD). SEND REQUESTS FOR CHANGES IN PROFICIENCY LEVELS TO BE PAID OR CHANGES IN THE ARMY CRITICAL LANGUAGE LIST TO DCS, G-2 (DAMI-POD), 1000 ARMY PENTAGON, 2D382, WASHINGTON, DC 20310-1000.

C. RESERVE COMPONENTS: RC COMMANDS MAY REQUEST CHANGES TO THE FLPP PROGRAM THROUGH THEIR CHAIN OF COMMAND.

- (1) ARNG COMMANDERS SUBMIT CHANGE REQUESTS THROUGH THEIR STATE ADJUTANTS GENERAL TO CNGB (NGB-ARH).
- (2) USAR COMMANDS FORWARD REQUESTS THROUGH USARC (AFRC-PR) TO HRC (AHRC-PLS-R).
- (3) IRR SOLDIERS FORWARD REQUESTS DIRECTLY TO AHRC-PLS-R.

SECTION-II POLICY

6-3 CRITERIA FOR INDIVIDUAL SOLDIER ELIGIBILITY

A. A SOLDIER IS ELIGIBLE TO RECEIVE FLPP IF ALL THE CONDITIONS LISTED BELOW ARE MET.

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(1) AA. SOLDIERS MUST BE –

(A) ON ACTIVE DUTY AND ENTITLED TO BASIC PAY.

1. ENLISTED: INITIALLY BEGINS WHEN AN ENLISTED SOLDIER COMPLETES ADVANCE INDIVIDUAL TRAINING (AIT), HAS BEEN AWARDED AN MOS, AND HAS SIGNED IN TO THEIR FIRST PERMANENT DUTY STATION.

2. OFFICER: INITIALLY BEGINS WHEN AN OFFICER COMPLETES OFFICER/WARRANT OFFICER BASIC COURSE AND HAS SIGNED IN TO THEIR FIRST PERMANENT DUTY STATION.

(B) CERTIFIED PROFICIENT WITHIN THE PAST 12 MONTHS IN A FOREIGN LANGUAGE FOR WHICH THE ARMY HAS A CRITICAL NEED AS DETERMINED BY THE ASA/M&RA.

(2) ARNG AND USAR: RESERVE COMPONENTS PERSONNEL MUST BE –

(A) SERVING AS ARNG OR USAR OFFICERS, WARRANT OFFICERS, OR ENLISTED SOLDIERS, WHO HAVE COMPLETED BASIC TRAINING, (INCLUDING IRR AND ING) WHEN,

1. ATTENDING REGULARLY SCHEDULED INACTIVE DUTY TRAINING (IDT) ASSEMBLIES IN PAY STATUS AS AN ASSIGNED MEMBER OF THE ARNG OR USAR OR

2. SERVING ON ACTIVE DUTY (TITLE 10, AND TITLE 32), ACTIVE DUTY FOR SPECIAL WORK (ADSW), ANNUAL TRAINING (AT), ACTIVE DUTY FOR TRAINING (ADT), TEMPORARY TOUR OF ACTIVE DUTY (TTAD), FULL TIME NATIONAL GUARD (FTNG), AND ACTIVE GUARD AND RESERVE (AGR) DUTY.

(B) CERTIFIED PROFICIENT WITHIN THE PAST 12 MONTHS IN A FOREIGN LANGUAGE FOR WHICH THE ARMY HAS A CRITICAL NEED AS DETERMINED BY THE ASA/M&RA.

B. ELIGIBILITY DETERMINATION. WHEN ELIGIBILITY, AWARD, OR TERMINATION OF FLPP CANNOT BE DETERMINED, FORWARD THE CASE WITH RECOMMENDATIONS THROUGH COMMAND CHANNELS TO—

(1) COMMANDER, HRC, (ATTN: AHRC-PLP-I), 200 STOVALL STREET, ALEXANDRIA, VA 22332-0406, FOR AA SOLDIERS.

(2) CHIEF, NATIONAL GUARD BUREAU, (ATTN: NGB-ARH), 1411 JEFFERSON DAVIS HIGHWAY, ARLINGTON, VA 22202-3231, FOR ARNG SOLDIERS.

(3) COMMANDER, ARHRC, (ATTN: AHRC-PLS-R), 1 RESERVE WAY, ST. LOUIS, MO 63132-5000, FOR USAR SOLDIERS.

C. THE EFFECTIVE DATE OF FLPP PAYMENTS WILL BE THE DATE OF THE DEFENSE LANGUAGE PROFICIENCY TEST (DLPT), DEFENSE LANGUAGE READING PROFICIENCY TEST (DLRPT), OR ORAL PROFICIENCY INTERVIEW (OPI). IF THE DLPT IS ADMINISTERED ON TWO SEPARATE DAYS, THEN THE EFFECTIVE DATE OF FLPP WILL BEGIN ON THE LATER OF THE TWO DATES. FOR EXAMPLE, A SOLDIER IS ADMINISTERED THE LISTENING DLPT ON JAN 1, AND THE READING DLPT ON JAN 2, FLPP IS NOT EFFECTIVE UNTIL JAN 2. IF NO DLPT EXISTS, THE FLPP WILL BE BASED ON THE DLRPT OR OPI SCORE.

D. THE PROCEDURES FOR DETERMINING FLPP ELIGIBILITY FOR 09L MOS CONTROL OR PRIMARY LANGUAGE WILL CONTINUE WITHOUT CHANGE FROM MILPER MESSAGE NUMBER: 04-185, DATED 06/24/2004. 09L SOLDIERS WILL BE ELIGIBLE FOR FLPP AFTER COMPLETING AIT AND SIGNING INTO THE FIRST PERMANENT DUTY STATION. ELIGIBILITY FOR ADDITIONAL LANGUAGE(S) WILL BE DETERMINED IN ACCORDANCE WITH PARAGRAPH 6-5 OF THIS POLICY. THESE PROCEDURES WILL BE REVIEWED IN OCT 2008.

6-4 AMOUNT OF PAYMENT

A. FLPP MAY BE PAID IN ADDITION TO ANY OTHER PAY OR ALLOWANCE TO WHICH THE SOLDIER IS ENTITLED.

B. FLPP PAYMENT LEVELS ARE LISTED IN TABLE 6-2.

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C. THE AMOUNT OF FLPP FOR ACTIVE COMPONENT SOLDIERS MAY NOT EXCEED THE MAXIMUM MONTHLY LEVEL OF \$1,000. THE AMOUNT OF FLPP FOR ARNG AND USAR SOLDIERS MAY NOT EXCEED THE MAXIMUM MONTHLY LEVEL OF \$500.

(1) THE LANGUAGE MUST BE ON AN APPROVED DOD LANGUAGE LIST.

(2) FLPP WILL ONLY BE PAID FOR ONE DIALECT PER LANGUAGE. FOR EXAMPLE, PORTUGUESE: A SOLDIER TESTING IN BOTH EUROPEAN AND BRAZILIAN DIALECTS WILL ONLY BE PAID FOR ONE LANGUAGE. SHOULD A QUESTION ARISE IN DETERMINING THE DIFFERENCE BETWEEN A DIALECT AND A LANGUAGE, DLIFLC WILL BE THE ARBITRATING AUTHORITY.

(3) FLPP CAN BE PAID FOR MULTIPLE LANGUAGES.

(4) FLPP PAYMENT IS DETERMINED BY PROFICIENCY (TABLE 6-1), LANGUAGE (PAYMENT LIST TABLE 6-3), AND PAYMENT LEVEL (TABLE 6-2).

(5) SOLDIERS WILL BE PAID DEPENDING ON WHICH PAYMENT LIST THE LANGUAGE(S) IS LISTED EXCEPT THOSE LANGUAGES IDENTIFIED AS A DOMINANT LANGUAGE FOR WHICH NO ENTITLEMENT WILL BE PAID. EXCEPTIONS ARE LISTED BELOW:

(A) SOLDIERS IN A LANGUAGE DEPENDENT MOS/SPECIALITY OR CMF (IDENTIFIED BELOW) WILL BE PAID AT THE PAYMENT LIST "A" RATE FOR THEIR CONTROL/PRIMARY LANGUAGE. SOLDIERS MUST BE PROFICIENT IN THEIR CONTROL/PRIMARY LANGUAGE TO BE ELIGIBLE FOR FLPP IN SUBSEQUENT LANGUAGES.

(B) SOLDIERS ASSIGNED TO A LANGUAGE CODED BILLET, DESIGNATED WITH A SPECIFIC LANGUAGE, WILL BE PAID FLPP DEPENDING ON WHICH PAYMENT LIST THE LANGUAGE IS LISTED TO INCLUDE LANGUAGES DESIGNATED AS DOMINATE. IF THE LANGUAGE IS NOT LISTED ON PAYMENT LISTS "A", "B" OR "C", THEN FLPP IS PAID AT THE PAYMENT LIST "C" RATE.

(C) SUBSEQUENT LANGUAGES ARE PAID DEPENDING ON WHICH PAYMENT LIST THEY ARE LISTED. LANGUAGES IDENTIFIED AS DOMINATE IN THE FORCE WILL NOT BE PAID.

(D) THE LANGUAGE DEPENDENT MOS AND CMF ARE LISTED BELOW:

ENLISTED: 09L, 97B, 97E, 97Z, 98C, 98G, 98Z OR PMOS IN CMF 18, 37, OR 38

WARRANT OFFICER: MOS 180A, 350Z, 351L, 351M, 351Y, 352N, OR 352P

OFFICER: BRANCH 18, 37, 38, OR FUNCTIONAL AREA (FA) 48

EXAMPLES:

AN OFFICER WAS TRAINED AT DLI IN GERMAN AS PART OF THE FOREIGN AREA OFFICER (FAO) TRAINING. AS LONG AS THE OFFICER MAINTAINS THE FAO DESIGNATOR, HE OR SHE WILL BE PAID AT THE PAYMENT LIST "A" RATE EVEN WHEN THE OFFICER IS ASSIGNED OUTSIDE THE FAO CAREER FIELD. IF THE OFFICER LOSES THE FAO DESIGNATOR, HE OR SHE WILL BE PAID ON THE PAYMENT LIST WHERE THE LANGUAGE IS LISTED. IN THIS EXAMPLE, SINCE GERMAN IS NOT ON A PAYMENT LIST, THE OFFICER WOULD STOP RECEIVING FLPP.

A 98G HEBREW WILL BE PAID AT THE PAYMENT LIST "A" RATE. IF THE SOLDIER ALSO QUALIFIES FOR FLPP IN KURDISH, THEN PAYMENT FOR KURDISH WILL BE AT THE PAYMENT LIST "B" RATE.

A 98G RUSSIAN WILL BE PAID AT THE PAYMENT LIST "A" RATE. IF THE SOLDIER ALSO IS CERTIFIED PROFICIENT IN SPANISH, THE SOLDIER WILL ONLY RECEIVE FLPP FOR RUSSIAN.

AN 97E WITH A CONTROL/PRIMARY LANGUAGE (SPANISH) AND IS NOT CERTIFIED PROFICIENT WILL NOT BE PAID FLPP FOR SPANISH OR ANY OTHER LANGUAGE WHICH THE SOLDIER IS QUALIFIED PROFICIENT.

AN11B IS ASSIGNED TO A BILLET CODED FOR SPANISH. THE SOLDIER WILL BE PAID FLPP AT PAYMENT LIST "A", (THE PAYMENT LIST WHERE SPANISH IS LISTED.) AN 11B IS ASSIGNED TO A BILLET CODED "ZZ" AND IS CERTIFIED PROFICIENT IN SPANISH IS NOT ELIGIBLE FOR FLPP FOR SPANISH. THE LANGUAGE CODED BILLET MUST BE FOR A SPECIFIC LANGUAGE.

D. FLPP IS COMPUTED BASED ON A 30 DAY MONTH. ENTITLEMENT ACCRUES FROM THE AUTHORIZATION DATE THROUGH THE DAY PRIOR TO THE DATE OF TERMINATION. FLPP IS PRORATED FOR THE PORTION OF THE MONTH IN WHICH ENTITLEMENT STARTS OR ENDS.

TABLE 6-1 PROFICIENCY RATINGS

DLPT I			DLPT II, III, IV AND DLRPT		
RAW SCORE	PROFICIENCY RATING	DATA CODE	CONVERTED SCORE	PROFICIENCY RATING	DATA CODE
1-20	0	00	1-24	0	00
21-23	0+	06	25-29	0+	06
24-29	1	10	30-35	1	10
30-35	1+	16	36-39	1+	16
36-42	2	20	40-45	2	20
43-48	2+	26	46-49	2+	26
49-60	3	30	50+	3	30

OPI AND DLPT 5	
PROFICIENCY RATING	DATA CODE
0	00
0+	06
1	10
1+	16
2	20
2+	26
3	30
3+	36
4	40
4+	46
5	50

NOTES:

1. IN LANGUAGES FOR WHICH DLPT I, II, III OR IV ARE AVAILABLE, SOLDIERS ARE TESTED ONLY IN LISTENING AND READING.
2. THE DLRPT IS AVAILABLE IN AMHARIC AND HAUSA. FLPP ELIGIBILITY IS DETERMINED ON THE BASIS OF THE READING SKILL ONLY.
3. PROCEDURES FOR ORDERING DLPTS ARE REFERENCED IN AR 611-5. FURTHER GUIDANCE IS AVAILABLE FROM THE ARMY PERSONNEL TEST PROGRAM MANAGER AT THE FOLLOWING ADDRESS: EDUCATION DIVISION (AHRC-PDE), ARMY HUMAN RESOURCES COMMAND, 200 STOVALL ST., ALEXANDRIA, VA 22332-0406 (TELEPHONE: DSN 221-9812 OR COMMERCIAL (703) 325-9812).

A LIST OF CURRENTLY AVAILABLE TESTS WITH THEIR FORMATS AND COMPONENT NUMBERS ARE ISSUED TO ALL TEST CONTROL OFFICERS (TCOS) VIA MESSAGE. IMPLEMENTATION OF NEW TESTS AND AVAILABILITY OF THEIR COMPONENTS ARE ANNOUNCED BY ELECTRIC MESSAGE OR DA CIRCULAR.

4. THE OPI IS USED TO DETERMINE FLPP FOR LANGUAGES IN WHICH NO DLPT EXISTS. FLPP ELIGIBILITY IS DETERMINED ON THE BASIS OF SPEAKING PROFICIENCY ONLY. ONLY AUTHORIZED ARMY PERSONNEL TESTING CONTROL OFFICERS (TCO) CAN ARRANGE FOR OPIS IN THESE LANGUAGES BY CONTACTING THE LANGUAGE TESTING AND MANAGEMENT DIVISION AT DLIFLC IN MONTEREY, CA, OPI@MONTEREY.ARMY.MIL. THE INTERVIEW MUST BE PROCTORED BY AN AUTHORIZED TCO, ALTERNATE TCO, OR TEST EXAMINER TO VERIFY THE IDENTITY OF THE EXAMINEE AND TO PRESERVE THE INTEGRITY OF THE OPI.

TABLE 6-2 PAYMENT LEVELS

	PAYMENT LIST "A"	PAYMENT LIST "B"	PAYMENT LIST "C"
DLPT SCORE			
2/2	\$200	\$150	\$125
2+/2+	\$300	\$200	\$175
3/3	\$400	\$300	\$275

TABLE 6-3 LANGUAGE PAYMENT LISTS

PAYMENT A LIST (SLL IMMEDIATE INVESTMENT)

ARABIC ¹	AD
CHINESE ²	CM
PERSIAN FARSI/DARI	PF/PG
FRENCH ⁹	FR
HINDI ³	HJ
INDONESIAN- BAHASA ⁴	JN
JAPANESE	JA
KOREAN	KP
PUSHTU	PU/PV/PW
PORTUGUESE ⁹	
BRAZILIAN	PQ
EUROPEAN	PT
RUSSIAN ⁹	RU
SPANISH ⁹	QB
TURKISH ⁷	TU
URDU	UR
PUNJABI	PJ

PAYMENT B LIST (SLL STRONGHOLD LANGUAGES)

AZERI/AZERBAIJANI	AX
BENGALI	BN

CAMBODIAN-KHMER	CA
HAUSA ⁶	HS
KAZAKH	KE
KURDISH	KU
MALAY	ML
SERBO-CROATIAN	SC
SOMALI	SM
SWAHILI	SW
TAGALOG (FILIPINO)^{5/8}	TA
THAI	TH
UYGHUR/UIGHUR	UJ
UZBEK	UX
VIETNAMESE	VC (VN/VS)

PAYMENT C LIST

AMHARIC	AC
ARMENIAN	AR
BERBER	BR
BURMESE	BY
CHECHEN	CK

GEORGIAN	GG
HAITIAN-CREOLE	HC
HEBREW	HE
HMONG/MIAO	MC
KIKONGO	KG
LAO	LC
LINGALA	LJ
MANDINGO-BAMBARA	BA
MONGOLIAN	MV
NEPALESE	NE
SINGHALESE	SJ
TAMIL	TC
TIBETAN	TJ
TIGRINYA	TL
WOLOF	WQ

OTHER SELECTED LANGUAGES/
PAYMENT LIST

ALBANIAN	PAYMENT B LIST
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AB	
KYRGHZ/KIRGHIZ KM	PAYMENT B LIST
TAJIK/TADJIK TB	PAYMENT B LIST

¹INCLUDES MSA AND REGIONAL DIALECTS

²INCLUDES MANDARIN, GAN, CANTONESE, AND WU

³INCLUDES ANY ADDITIONAL LANGUAGES OF INDIA REQUIRED

⁴INCLUDES DIALECTS, SUCH AS JAVANESE

⁵INCLUDES ALL FILIPINO DIALECTS

⁶INCLUDES YORUBA

⁷INCLUDES TURKOMAN

⁸LISTED ON THE SLL STRONGHOLD LANGUAGE LIST, WILL BE PAID AT THE PAYMENT A LIST

⁹DOMINANT LANGUAGE

NOTE: TESTING AVAILABILITY IS LIMITED IN SOME LANGUAGES AND DIALECTS. DLPT, DLRPT, AND/OR OPIS MAY NOT BE OFFERED FOR EVERY LANGUAGE AND DIALECT ON THE SLL AND/OR THE DOD OTHER APPROVED LANGUAGE LIST. IF NO TEST METHOD IS AVAILABLE IN A SPECIFIC LANGUAGE, THE ARMY WILL NOT AUTHORIZE FLPP IN THAT LANGUAGE.

6-5 DETERMINATION OF FLPP LEVEL

A. FLPP PAYMENT LEVELS ARE BASED ON PROFICIENCY RATINGS IN LISTENING, READING, AND/OR SPEAKING WITH A MINIMUM PROFICIENCY SCORE OF 2.

B. PROFICIENCY RATINGS ARE DETERMINED FROM THE RAW OR CONVERTED SCORES FROM THE DLPT I, II, III, AND IV, OR FROM THE RESULTS OF THE OPI, DLRPT OR THE DLPT 5.

C. THE LOWER OF THE PROFICIENCY RATING RECEIVED IN READING AND/OR LISTENING IS USED TO DETERMINE THE FLPP PAYMENT LEVEL. THE SPEAKING SKILL (OPI), IF TAKEN, WILL NOT BE USED FOR FLPP DETERMINATION, EXCEPT WHEN ONLY A SINGLE MODALITY OF THE DLPT OR OTHER DESIGNATED TESTS EXISTS.

EXAMPLES:

A SOLDIER WHO IS CERTIFIED PROFICIENT 2+ LISTENING, 2 READING, AND 3 SPEAKING (OPI) WILL BE AWARDED BASED ON THE LISTENING AND READING SCORES ONLY. IN THIS EXAMPLE, THE SOLDIER WILL BE ELIGIBLE FOR FLPP AT THE 2/2 RATE (THE LOWER OF THE TWO TEST SCORES).

FOR LANGUAGES WHERE THERE IS NO DLPT, FLPP WILL BE AWARDED ON THE SCORE OF THE SINGLE MODALITY THAT IS TESTED, EITHER SPEAKING (OPI) OR READING.

6-6 ANNUAL CERTIFICATION

A. ANNUAL CERTIFICATION IS A REQUIREMENT FOR FLPP, TO INCLUDE GENERAL OFFICERS.

(1) IF NO DLPT OR DLRPT EXISTS FOR THE LANGUAGE, A TELEPHONIC OPI IS USED TO DETERMINE FLPP. FLPP ELIGIBILITY IS DETERMINED ON THE BASIS OF SPEAKING PROFICIENCY ONLY. (TABLE 6-1 NOTE 4)

(2) SOLDIERS WHO ARE DUE ANNUAL RECERTIFICATION, BUT ARE ASSIGNED OCONUS WHERE TESTING FACILITIES ARE NOT AVAILABLE, CAN HAVE THEIR COMMANDER/SUPERVISOR RECERTIFY THEIR CURRENT PROFICIENCY IN LIEU OF THE DLPT OR OPI. THE RECERTIFICATION MUST BE DOCUMENTED ON A DA FORM 4187 WITH THE FOLLOWING ANNOTATION: "THE CDR/SUPV CERTIFIES THAT THE RECIPIENT CAN PERFORM HIS/HER LINGUISTIC DUTIES IN A SATISFACTORY MANNER AND IS PROFICIENT AT A LEVEL CONSISTENT WITH THE FLPP RATE FOR THE PREVIOUS YEAR." THE DA FORM 4187 IS FORWARDED TO THE APPROPRIATE RECORD CUSTODIAN FOR ISSUANCE OF ORDERS TO AUTHORIZE FLPP. ORDERS AUTHORIZING FLPP ARE EFFECTIVE FOR NOT LONGER THAN 12 MONTHS FROM THE EVALUATION DATE ON THE DA FORM 330. THERE IS A TWO YEAR CONSECUTIVE LIMIT ON THIS EXEMPTION NOT DIRECTLY TIED TO CONTINGENCY OPERATIONS. SOLDIERS MUST BE RECERTIFIED USING THE DLPT OR OPI AS SOON AS PRACTICABLE WITHIN 60 DAYS AFTER RETURNING TO THEIR PERMANENT DUTY STATION OR 180 DAYS IF THE SOLDIER WAS ASSIGNED TO DUTY IN CONNECTION WITH A CONTINGENCY OPERATION. IF SCHEDULING AN OPI TAKES LONGER THAN 60 DAYS, THE TCO MUST CONTACT AHRC-PLP-I, FLPP PROGRAM MANAGER FOR AN EXCEPTION TO POLICY.

B. SOLDIERS WHO ARE ALREADY CERTIFIED PROFICIENT IN A LANGUAGE THEY ARE RECEIVING FLPP AND ARE IN A TRAINING PROGRAM FOR THAT SAME LANGUAGE ARE EXEMPT FROM THE ANNUAL CERTIFICATION REQUIREMENT WHILE THEY ARE IN THE COURSE. THE SOLDIER'S UNIT OF ASSIGNMENT IS RESPONSIBLE FOR GENERATING THE DA FORM 4187 REQUESTING THE EXEMPTION AND MUST ENSURE THAT THE ORDERS AUTHORIZING FLPP ARE EXTENDED TO THE END OF THE COURSE. IF A SOLDIER IS RECEIVING FLPP FOR A SECOND LANGUAGE(S), THEY MUST STILL MEET THE ANNUAL CERTIFICATION REQUIREMENT FOR THE LANGUAGE(S). EXAMPLE—A SOLDIER WHO IS AN ARABIC LINGUIST IS ATTENDING THE DLIFLC ADVANCE COURSE. WHILE ATTENDING THE COURSE, THE ANNUAL RECERTIFICATION FOR FLPP BECOMES DUE. THE SOLDIER DOES NOT TAKE THE ARABIC DLPT AND CONTINUES TO RECEIVE FLPP. THE SOLDIER WILL TEST AT THE END OF THE COURSE. IF THE SOLDIER IS ALSO RECEIVING FLPP FOR PERSIAN FARSI, THE SOLDIER MUST STILL COMPLY WITH THE ANNUAL RECERTIFICATION REQUIREMENT FOR PERSIAN FARSI AND TEST PRIOR TO THE ANNUAL RECERTIFICATION DATE IN ORDER TO CONTINUE RECEIVING FLPP FOR PERSIAN FARSI.

6-7 FLPP RECIPIENT REPORT REQUIREMENTS (RCS CSGPA-1747)

THE UNIT COMMANDER MUST COMPLY WITH THE REPORTING REQUIREMENTS IN THIS SECTION IF THEY HAVE SOLDIERS WHO ARE ELIGIBLE AND RECEIVING FLPP ENTITLEMENTS.

MONTHLY REPORTS MUST BE PREPARED IN THE FORMAT OUTLINED IN TABLE 6-4 AND FORWARDED THROUGH THE APPROPRIATE COMMAND CHANNELS.

A. ARMY COMMANDS, ARMY SERVICE COMPONENT COMMANDS (ASCC), DIRECT REPORTING UNITS TO DA STAFFS, AND RC COMPONENTS WILL POST CONSOLIDATED REPORTS BY THE 15TH OF EACH MONTH IN THE FLPP FOLDER ON THE LINGUIST KNOWLEDGE NETWORK (AKO). THE REPORT FORMAT IS AVAILABLE FOR DOWNLOAD AT THAT SITE.

B. STATE ADJUTANTS GENERAL WILL FORWARD REPORTS ON ARNG SOLDIERS THROUGH HEADQUARTERS, DEPARTMENTS OF THE ARMY TO THE CNGB, (NGB-ARH), 1411 JEFFERSON DAVIS HIGHWAY, ARLINGTON, VA 22203-3231.

C. USAR COMMANDS WILL FORWARD REPORTS ON USAR SOLDIERS TO COMMANDER, ARHRC (ARPC-PLS-R), 1 RESERVE WAY, ST LOUIS, MO 63132-5000.

TABLE 6-4 FLPP RECIPIENT REPORTING FORMAT

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	Unit/Command Name																	
2	Language/ Language Code	MOS Language Dependent	Assigned to Language Coded Billet	Officer	Warrant Officer	Enlisted	Payment List A			Payment List B			Payment List C					
3							\$200.00	\$300.00	\$400.00	\$150.00	\$200.00	\$300.00	\$125.00	\$175.00	\$275.00			
4	AD	Yes		1	2	21	18	1	4									
5	AD	No				15	7	3	5									
6	QB	No	Yes			1	1											
7																		
8																		

INSTRUCTIONS:

1. LIST THE UNIT OR COMMAND NAME ON THE FIRST LINE
2. LANGUAGE: ENTER THE LANGUAGE IDENTIFICATION CODE: SPANISH = QB
3. LANGUAGE DEPENDENT MOS: FOR EACH LANGUAGE, SEPARATE THE TOTAL NUMBER OF SOLDIERS IN LANGUAGE DEPENDENT MOSS AND THOSE SOLDIERS WHO ARE NOT (AS SHOWN IN THE EXAMPLE).
4. LANGUAGE CODED BILLET: TOTAL THE NUMBER OF SOLDIERS ASSIGNED TO A LANGUAGE CODED BILLET WHO ARE NOT IN A LANGUAGE DEPENDENT MOS/SPECIALITY.
5. TOTAL THE NUMBER OF OFFICERS, WARRANT OFFICERS AND ENLISTED RECEIVING FLPP.
6. TOTAL THE NUMBER OF SOLDIERS RECEIVING FLPP FOR EACH PAYMENT LIST AND PAY RATE.

SECTION-III

6-8 PROCEDURES FOR ARNG AND USAR ORDERS

A. ORDER FORMAT 330 (AR 600-8-105) MUST BE ISSUED TO AWARD, TERMINATE, CHANGE, AND/OR REINSTATE FLPP AWARD LEVELS FOR ARNG AND USAR SOLDIERS. A SINGLE ORDER IS USED TO AWARD EACH LANGUAGE ENTITLEMENT WITH THE APPROPRIATE EFFECTIVE AND TERMINATION DATES. DFAS DOES NOT GENERATE AN AUTOMATIC TERMINATION DATE.

B. ORDERS WILL REFLECT THAT FLPP IS EFFECTIVE FOR NOT LONGER THAN 12 MONTHS FROM THE EVALUATION (TEST) DATE (BLOCK10) ON THE DA FORM 330, EXCEPT WHEN –

SOLDIERS ARE ASSIGNED IN A OCONUS LOCATION WHERE TESTING FACILITIES ARE NOT AVAILABLE, AN EXCEPTION TO POLICY IS GRANTED IN ACCORDANCE WITH PARAGRAPH 6-6A(2).

C. COMMANDS AUTHORIZED TO ISSUE ADSW, AT, ADT, OR TTAD ORDERS ARE THE ORDERS ISSUING AUTHORITIES FOR FLPP ORDERS.

D. THE AUTHORIZED PAYMENT LEVEL (I.E. \$200) (SEE TABLE 6-2), LANGUAGE IDENTIFICATION CODE (LIC) AND THE LANGUAGE PAYMENT LIST (A, B, OR C) (SEE TABLE 6-3) MUST BE ON ALL FLPP ORDERS.

E. FOR SOLDIERS WHO ARE PROFICIENT IN A LANGUAGE NOT ON THE LANGUAGE PAYMENT LIST, THE JUSTIFICATION MUST BE INDICATED ON THE ORDER ALONG WITH THE STATEMENT, "SOLDIER IS ASSIGNED TO MILITARY DUTIES REQUIRING PROFICIENCY IN A REQUIRED LANGUAGE AND IS PERFORMING THE DUTIES OF THE POSITION".

F. ONLY THE ORGANIZATION THAT PUBLISHED THE ORIGINAL ORDER MAY AMEND, RESCIND, OR REVOKE THE ORDER. EXCEPTIONS TO THIS POLICY ARE LISTED IN AR 600-8-105, PARA 2-21.

6-9 RECOMMENDATIONS TO TERMINATE, CHANGE, OR REINSTATE FLPP FOR ARNG AND USAR SOLDIERS

A. RECOMMENDATIONS FOR TERMINATION, CHANGE OF AWARD LEVEL, OR REINSTATEMENT OF FLPP FOR ARNG AND USAR SOLDIERS ARE ORIGINATED BY THE UNIT COMMANDER AND SENT THROUGH THE SOLDIER TO THE ORDERS ISSUING AUTHORITY. IF THE TERMINATION IS FOR A REASON OTHER THAN THE SOLDIER'S HAVING FAILED TO QUALIFY BY MEANS OF TESTING, THE RECOMMENDATION MUST INCLUDE THE JUSTIFICATION (FOR EXAMPLE, BEING ASSIGNED TO A NON-LANGUAGE POSITION).

B. THE SOLDIER WILL ATTACH A STATEMENT TO THE CORRESPONDENCE ACKNOWLEDGING THAT HE OR SHE-

- (1) HAS READ THE CORRESPONDENCE;
- (2) UNDERSTANDS THE NATURE OF THE ACTION;
- (3) IF NOTIFIED OF TERMINATION, UNDERSTANDS THE EFFECTIVE DATE OF TERMINATION;
- (4) HAS RECEIVED A COPY OF THE BASIC CORRESPONDENCE; AND
- (5) DOES OR DOES NOT WISH TO SUBMIT STATEMENTS ON HIS OR HER BEHALF.

C. THE APPROVING AUTHORITY FOR TERMINATION, CHANGE, OR REINSTATEMENT OF FLPP FOR RESERVE COMPONENT SOLDIERS IS THE ISSUING AUTHORITY OF THE ORIGINAL FLPP ORDER (FOR EXAMPLE, IF THE SOLDIER IS NO LONGER AT THE COMMAND THAT ISSUED THE ORDER, THE GAINING COMMAND MUST CONTACT THE LOSING COMMAND TO RESCIND THE ORDER IN ERROR). UPON NOTIFICATION, THE GAINING COMMAND WILL PUBLISH A NEW ORDER TO CORRECT THE FLPP ENTITLEMENT.

6-10 TERMINATION OF FLPP TO ARNG AND USAR SOLDIERS

FLPP IS TERMINATED WHEN A SOLDIER –

A. NO LONGER MEETS ALL OF THE REQUIREMENTS FOR CONTINUED ENTITLEMENT NOTED IN PARAGRAPH 6-3A(2).

B. IS RELEASED FROM ASSIGNMENT OR ATTACHMENT TO THE DUTY POSITION THAT REQUIRED THE LANGUAGE PROFICIENCY OR IS NOT PERFORMING THE MILITARY DUTIES OF THE POSITION, EXCEPT WHEN ATTENDING COURSES OF INSTRUCTION WHICH ARE RELATED DIRECTLY TO OR ARE NECESSARY FOR, CONTINUED FLPP QUALIFICATION.

6-11 REINSTATEMENT

AN ARNG OR USAR SOLDIER TERMINATED ACCORDING TO PARAGRAPH 6-10 MAY BE REINSTATED IMMEDIATELY UPON SATISFYING THE ELIGIBILITY REQUIREMENTS OF PARAGRAPH 6-3A(2).

SECTION IV

6-12 RULES FOR PROCESSING REQUESTS FOR FLPP OR CHANGES OF AWARD LEVEL FOR ACTIVE ARMY

- A. ORDER FORMAT 330 (AR 600-8-105) MUST BE ISSUED TO AWARD, TERMINATE, CHANGE, AND/OR REINSTATE FLPP AWARD LEVELS FOR AA SOLDIERS. A SINGLE ORDER IS USED TO AWARD EACH LANGUAGE ENTITLEMENT WITH THE APPROPRIATE EFFECTIVE AND TERMINATION DATES. DFAS DOES NOT CURRENTLY GENERATE AN AUTOMATIC TERMINATION DATE.
- B. ORDERS WILL REFLECT THAT FLPP IS EFFECTIVE FOR NOT LONGER THAN 12 MONTHS FROM THE EVALUATION (TEST) DATE (BLOCK10) ON THE DA FORM 330, EXCEPT WHEN – SOLDIERS ARE ASSIGNED IN A OCONUS LOCATION WHERE TESTING FACILITIES ARE NOT AVAILABLE AND AN EXCEPTION TO POLICY IS GRANTED IN ACCORDANCE WITH PARAGRAPH 6-6A(2).
- C. RECOMMENDATION BY THE UNIT COMMANDER FOR A CHANGE OF PAYMENT LEVEL MUST CONTAIN JUSTIFICATION AND BE SENT TO THE ORDERS ISSUING AUTHORITY. THE SOLDIER MUST BE NOTIFIED OF THE RECOMMENDATION.
- D. THE AUTHORIZED PAYMENT LEVEL (I.E. \$200) (SEE TABLE 6-2), LANGUAGE IDENTIFICATION CODE (LIC) AND THE LANGUAGE PAYMENT LIST (A, B, OR C) (SEE TABLE 6-3) MUST BE ON ALL FLPP ORDERS.
- E. FOR SOLDIERS WHO ARE PROFICIENT IN A LANGUAGE NOT ON THE LANGUAGE PAYMENT LIST, THE JUSTIFICATION MUST BE INDICATED ON THE ORDER ALONG WITH THE STATEMENT, “SOLDIER IS ASSIGNED TO MILITARY DUTIES REQUIRING PROFICIENCY IN A REQUIRED LANGUAGE AND IS PERFORMING THE DUTIES OF THE POSITION”.
- F. ONLY THE ORGANIZATION THAT PUBLISHED THE ORIGINAL ORDER MAY AMEND, RESCIND, OR REVOKE THE ORDER. EXCEPTIONS TO THIS POLICY ARE LISTED IN AR 600-8-105, PARA 2-21.

6-13 PROCESSING REQUESTS FOR FLPP OR CHANGE OF AWARD LEVEL

TABLE 6-5 CONTAINS THE PROCEDURES REQUIRED FOR AWARDING OR CHANGING OF THE FLPP LEVEL.

6-14 TERMINATING OR REINSTATING FLPP

- A. THE DATE OF TERMINATION OR REINSTATEMENT IS BASED ON THE ACTUAL DATE THAT THE SOLDIER WAS REMOVED, REINSTATED OR FAILED TO MEET THE MINIMUM PROFICIENCY SCORE OF 2.
- B. ENTITLEMENT TO FLPP IS TERMINATED WHEN A SOLDIER NO LONGER MEETS ALL OF THE REQUIREMENTS FOR CONTINUED ENTITLEMENT ACCORDING TO PARAGRAPH 6-3A(1).
 - (1) SOLDIER FAILS TO REQUALIFY IN THE LANGUAGE FOR WHICH FLPP IS BEING PAID.
 - (2) SOLDIER DOES NOT MEET ANNUAL RECERTIFICATION REQUIREMENTS FOR CONTINUED FLPP RECEIPT.
 - (3) SOLDIER IS RELEASED FROM ASSIGNMENT OR ATTACHMENT TO THE DUTY POSITION THAT REQUIRED THE LANGUAGE PROFICIENCY OR IS NOT PERFORMING THE MILITARY DUTIES OF THE POSITION.
- C. FLPP WILL CONTINUE UNINTERRUPTED WHEN THE SOLDIER IS:

- (1) PERFORMING TEMPORARY OR SPECIAL DUTIES NOT TO EXCEED 90 DAYS.
- (2) ATTENDING A COURSE OF INSTRUCTION RELATED DIRECTLY TO OR NECESSARY FOR CONTINUED FLPP QUALIFICATION.
- (3) IN AN INPATIENT OR IN-TRANSIT STATUS.
- (4) ON AUTHORIZED LEAVE TO INCLUDE TRANSIT BETWEEN PCS ASSIGNMENTS.

6-15 STEPS FOR COMMANDERS TERMINATING OR REINSTATING FLPP

TABLE 6-7 CONTAINS PROCEDURES REQUIRED FOR TERMINATING OR REINSTATING FLPP.

SECTION V PROGRAM MAINTENANCE

6-16 MAINTAINING THE FLPP PROGRAM

TO MAINTAIN THE FLPP PROGRAM-

- A. MONITOR MESSAGE TRAFFIC AND LETTERS FOR CHANGES TO THE FLPP PROGRAM.
- B. INITIATE ACTIONS AT THE INSTALLATION LEVEL TO DETERMINE SOLDIER ELIGIBILITY AND ISSUE ORDERS.

6-17 PROCEDURES FOR MAINTAINING THE FLPP PROGRAM

TABLE 6-6 CONTAINS THE PROCEDURES REQUIRED FOR MAINTAINING THE FLPP PROGRAM.

6-18 TESTING PROCEDURES

- A. SOLDIERS MUST SUBMIT A DA FORM 4187 THROUGH THEIR UNIT COMMAND TO SCHEDULE A DLPT WITH THE TEST CONTROL OFFICER (TCO).
- B. THE TCO WILL PROVIDE AN ORIGINAL SIGNATURE COPY OF THE TEST RESULTS DIRECTLY TO THE SOLDIER'S SERVICING PSB/MPD/SSB. NOTE: TEST RESULTS CAN NOT BE HAND-CARRIED BY THE SOLDIER. THE SOLDIER WILL ALSO BE GIVEN A COPY OF THE TEST RESULTS. SERVICING TCOS WILL MAINTAIN A RECORD OF TEST RESULTS ACCORDING TO AR 611-5 FOR EACH INDIVIDUAL TESTED.
- C. DISPOSITION OF THE DA FORM 330. THIS SUPERSEDES POLICY IN CHAPTER 3, PARAGRAPH 3-19 OF AR 611-6. COPIES 1 AND 2 OF THE DA FORM 330 FOR AA PERSONNEL ARE FORWARDED TO THE COMMANDER, AHRC TO UPDATE THE TOTAL ARMY PERSONNEL DATA BASE (TAPDB) –
 - (1) ENLISTED PERSONNEL ARE SENT TO AHRC-EPB-M, 2461 EISENHOWER AVENUE, ALEXANDRIA, VA 22331,
 - (2) FOR COMMISSIONED OFFICERS AND WARRANT OFFICERS, THE ADDRESS IS COMMANDER, AHRC, 200 STOVALL STREET, ALEXANDRIA, VA 22332-0406 AND THE APPROPRIATE CAREER BRANCH WITHIN AHRC.
- D. RETAIN ONE COPY FOR SOLDIER'S DUTY STATION.
- E. FOR USAR PERSONNEL –
 - (1) COPIES 1 AND 2 OF THE DA FORM 330 ARE FORWARDED TO THE CDR, AHRC, ATTN: AHRC-PLS-R/LANGUAGE MANAGER, 1 RESERVE WAY, ST LOUIS, MO 63132-5200, RETAIN ONE COPY IN THE INDIVIDUAL'S RECORD AND ONE COPY TO SOLDIER'S DUTY STATION.

F. FOR TPU PERSONNEL -

(1) COPIES 1 AND 2 OF THE DA FORM 330 ARE FORWARDED TO CDR, AHRC, ATTN: AHRC-PLS-R/LANGUAGE MANAGER, 1 RESERVE WAY, ST LOUIS, MO 63132-5200; RETAIN ONE COPY IN THE INDIVIDUAL'S RECORD AND ONE COPY TO SOLDIER'S DUTY STATION.

G. FOR ARNG PERSONNEL -

(1) COPIES 1 AND 2 OF THE DA FORM 330 ARE FORWARDED TO THE STATE/TERRITORY JOINT FORCE HEADQUARTERS, RETAIN ONE COPY IN THE INDIVIDUAL'S RECORD AND ONE COPY TO SOLDIER'S DUTY STATION.

TABLE 6-5
STEPS FOR AWARDING OR CHANGING THE FLPP LEVEL

STEP	WORK CENTER	REQUIRED ACTION
1	BATTALION S1 (BNS1)/PERSONNEL SERVICE CENTER (PSC)	PREPARE APPLICATION (DA FORM 4187) FOR UNIT COMMANDER'S SIGNATURE. VERIFY ELIGIBILITY, SEE PARA 6-3, OBTAIN COMMANDER'S APPROVAL AND PROCESS EMILPO POSITION NUMBER CHANGE (POSN). EXCEPTIONS FOR LANGUAGE DUTIES MUST BE CERTIFIED BY THE UNIT COMMANDER (ASSIGNED/PERFORMING MILITARY DUTIES REQUIRING PROFICIENCY IN A REQUIRED LANGUAGE NOT LISTED OR ON ANOTHER PAYMENT LIST).
2	BN S1	OBTAIN BATTALION COMMANDER'S APPROVAL.
3	BN S1	VERIFY REQUEST USING DA FORM 330. A. UPON RECEIVING DA FORM 330, DETERMINE WHETHER CURRENT (TERMINATION DATE IS 12 MONTHS FROM THE EVALUATION DATE - BLOCK 10) AND IF SOLDIER MEETS OTHER CRITERIA. B. DETERMINE PROFICIENCY RATING, PAYMENT LIST (A, B, OR C), PAYMENT LEVEL (AMOUNT), LIC AND MOS OR SPECIALTY. C. IF DISTRIBUTION HAS NOT BEEN MADE, DISTRIBUTE DA FORM 330 AS INDICATED ABOVE.
4	BN S1	PREPARE ORDERS (FORMAT 330, AR 600-8-105) WITH EFFECTIVE DATE, TERMINATION DATE, PAYMENT LIST (A, B, OR C), PAYMENT LEVEL (AMOUNT), LIC, AUTHORITY (MESSAGE), MOS OR SPECIALTY AND SPECIAL INSTRUCTION (SI) (IF REQUIRED), CONFIRM SOLDIER IS ASSIGNED/PERFORMING MILITARY DUTIES REQUIRING PROFICIENCY IN A REQUIRED LANGUAGE NOT LISTED OR ON ANOTHER PAYMENT LIST- THIS MUST BE CERTIFIED BY THE UNIT COMMANDER.
5	BN S1	DISTRIBUTE ORDERS AS FOLLOWS: 2 COPIES-FAO, 1 COPY UNIT RECORD, AND 1 COPY TO SOLDIER
6	BN S1	PROCESS EMILPO SPECIAL QUALIFICATION

FOUO

		IDENTIFIER (SQI) TRANSACTION IF "L" NOT IN PMOS.
7	UNIT	ENSURE SOLDIER IS UTILIZED IN POSITION AUTHORIZED FOR FLPP, EXCEPTIONS MUST BE CERTIFIED BY UNIT COMMANDER AS INDICATED IN STEP 1 ABOVE.
8	HQDA	HRC ENTERS THE SOLDIER'S LANGUAGES, PROFICIENCY SCORES AND DATES FROM THE DA FORM 330. THE SOLDIER'S CLANG IS MAINTAINED AT HRC, FOR ENLISTED (AHRC-EPB-M) AND OFFICERS BY INDIVIDUAL BRANCH MANAGERS.
9	FIELD SYSTEM DIVISION	SUBMIT TROUBLE TICKET TO PERSONNEL AUTOMATION SECTION (PSB) OR ELECTRONIC DATA SYSTEM (EDS) TO UPDATE THE LANGUAGE ON THE ERB OR ORB, IF AN ERROR OCCURS.

TABLE 6-6
STEPS FOR MAINTAINING THE FLPP PROGRAM

STEP	WORK CENTER	REQUIRED ACTION
1	BATTALION S1 (BNS1)/PERSONNEL SERVICE CENTER (PSC)	MAINTAIN CURRENT RECORDS AND SUSPENSE ON DESIGNATED FLPP POSITIONS AND PERSONNEL RECEIVING FLPP.
2	BN S1	RECEIVE ANNUAL DA FORM 330 FROM TCO FOR EACH ELIGIBLE SOLDIER. A. DETERMINE SOLDIER'S ELIGIBILITY (DID SOLDIER RETEST WITHIN 12 MONTHS FROM LAST TEST) AND IF AN EXCEPTION WAS AUTHORIZED BY THE UNIT COMMANDER BASED ON SOLDIER'S LANGUAGE DUTIES. B. DETERMINE PROFICIENCY RATING, PAYMENT LIST (A, B, OR C), PAYMENT LEVEL (AMOUNT), LIC, AND MOS OR SPECIALTY. C. DISTRIBUTE DA FORM 330 AS INDICATED ABOVE.
3	BN S1	PROCESS EMILPO SQI TRANSACTION OF "L" NOT IN PMOS. VERIFY ERB/ORB FOR UPDATE.
4	BN S1	PREPARE ORDERS, (FORMAT 330, AR 600-8-105) WITH EFFECTIVE DATE, TERMINATION DATE, PAYMENT LIST (A, B, OR C), PAYMENT LEVEL (AMOUNT), LIC, AUTHORITY (MESSAGE), MOS OR SPECIALTY AND SI (IF REQUIRED), CONFIRM SOLDIER IS AUTHORIZED FLPP BASED ON MILITARY DUTIES IN A LANGUAGE POSITION, CERTIFIED BY THE UNIT COMMANDER.
5	BN S1	DISTRIBUTE ORDERS AS FOLLOWS: 2 COPIES-FAO, 1 COPY UNIT RECORD, 1 COPY TO SOLDIER
6	UNIT	MAINTAIN CURRENT ROSTER OF FLPP RECIPIENTS WITH THEIR FLPP TERMINATION DATE AND FLPP AMOUNT. ENSURE SOLDIER IS UTILIZED IN POSITION AUTHORIZED FOR FLPP, EXCEPTIONS MUST BE

FOUO

		CERTIFIED BY UNIT COMMANDER AS INDICATED IN STEP 2 ABOVE.
7	UNIT	CONDUCT MONTHLY AUDITS USING THE UNIT COMMANDER FINANCE REPORT (UCFR) TO CERTIFY ELIGIBILITY FOR ALL PERSONNEL RECEIVING FLPP

TABLE 6-7
STEPS FOR TERMINATING OR REINSTATING FLPP

STEP	WORK CENTER	REQUIRED ACTION
1	UNIT	DETERMINE WHETHER SOLDIER QUALIFIED FOR REINSTATEMENT.
2	BN S1	PREPARE RECOMMENDATION FOR UNIT COMMANDER'S SIGNATURE TO TERMINATE OR REINSTATE FLPP.
3	BN S1	PREPARE LETTER OF ACKNOWLEDGMENT THAT SOLDIER – A. HAS READ LETTER OF RECOMMENDATION. B. UNDERSTANDS NATURE OF ACTION. C. UNDERSTANDS EFFECTIVE DATE OF TERMINATION OR REINSTATEMENT. D. HAS RECEIVED A COPY OF RECOMMENDATION. E. DOES OR DOES NOT DESIRE TO SUBMIT STATEMENTS IN HIS OR HER BEHALF. THE SOLDIER HAS UP TO ONE YEAR TO CORRECT OR CHANGE HIS FLPP ENTITLEMENT WITH HIS ASSIGNED UNIT; OTHERWISE AN ETP MUST BE FORWARDED TO CDR, AHRC. F. DISTRIBUTION: 2 COPIES-FAO, 1 COPY UNIT RECORD, 1 COPY TO SOLDIER.
4	BN S1	OBTAIN BATTALION COMMANDER'S APPROVAL.
5	BN S1	PREPARE ORDERS (FORMAT 330, AR 600-8-105). A. FLPP MAY BE REINSTATED BY REVOKING TERMINATION ORDERS. B. DETERMINE PAYMENT LIST (A, B, OR C), PAYMENT LEVEL (AMOUNT), LIC, MOS OR SPECIALTY, EFFECTIVE AND TERMINATION DATE (BOTH DATES COULD BE THE SAME), AUTHORITY AND SI IF APPLICABLE.
6	BN S1	PROCESS EMILPO SQI TRANSACTION TO REMOVE OR REPLACE "L" IN PMOS IF NEW DLPT SCORES ARE BELOW 1/1 SQI "L" PROFICIENCY STANDARD. VERIFY ERB/ORB FOR UPDATE.
7	BN S1	RECEIVE RECORD AND UPDATE DA FORM 330. ENSURE DISTRIBUTION HAS BEEN MADE, IF NOT, DISTRIBUTE DA FORM 330 AS INDICATED IN PARAGRAPH ABOVE.
8	BN S1	PROCESS EMILPO POSN TRANSACTION.
9	BN S1	ENSURE SOLDIER IS UTILIZED IN POSITION AUTHORIZED FOR

		FLPP (SEE PARAGRAPH 6-4 FOR EXCEPTIONS).
10	UNIT	VERIFY SOLDIERS ELIGIBILITY/ENTITLEMENT BY USING THE MONTHLY UCFR, IF NOT CORRECT, ENSURE INDIVIDUALS FLPP ENTITLEMENT IS STOPPED AND/OR CORRECTED

ANNEX A

CONTROL LANGUAGE/PRIMARY LANGUAGE

GENERAL

THE CLANG IDENTIFIES THE AA ENLISTED SOLDIER'S PRIMARY FOREIGN LANGUAGE FOR MANAGEMENT AND STRENGTH ACCOUNTABILITY PURPOSES. THE TERM "PRIMARY LANGUAGE" IS USED TO DESCRIBE RC SOLDIERS' PRIMARY LANGUAGE. CLANGS/PRIMARY LANGUAGES APPEAR AS THE EIGHTH AND NINTH CHARACTERS OF THE ENLISTED SOLDIERS' MOS, THE FIFTH AND SIXTH CHARACTERS OF THE WOS' MOS, AND THE FOURTH AND FIFTH CHARACTERS OF THE OFFICERS' SPECIALTY CODE. OFFICERS AND WARRANT OFFICERS HAVE A LIC THAT WILL SERVE AS A CLANG/PRIMARY LANGUAGE. CLANG DOES NOT APPLY TO CMF 18, 18A OR 180A AS THEIR PRIMARY LANGUAGE VARIES WITH ASSIGNMENT AND OPERATIONAL EMPLOYMENT WITHIN AN ASSIGNMENT.

DETERMINATION

A. THE OVERRIDING FACTOR IN DETERMINING THE CLANG/PRIMARY LANGUAGE IS THE NEEDS OF THE ARMY. ADDITIONAL CONSIDERATIONS INCLUDE THE-

(1) SOLDIER'S LANGUAGE PROFICIENCY.

(2) DESIRES OF THE INDIVIDUAL.

B. SOLDIERS WITH SKILLS IN ONLY ONE FOREIGN LANGUAGE HAVE THAT LANGUAGE DESIGNATED AS THEIR CLANG/PRIMARY LANGUAGE.

C. FOR AA SOLDIERS WITH SKILLS IN MORE THAN ONE FOREIGN LANGUAGE, THE CLANG IS THE LANGUAGE FOR WHICH THE SOLDIER MOST RECENTLY ATTENDED A FULL-LENGTH BASIC LANGUAGE COURSE. IF THE SOLDIER HAS NOT ATTENDED A FULL-LENGTH BASIC LANGUAGE COURSE (E.G. A LANGUAGE CONVERSION COURSE, I.E. PERSIAN FARSI TO DARI, (CALLED THE MISSION LANGUAGE (MLANG)), THE CLANG WILL REMAIN THE FIRST TRAINED LANGUAGE FOR PROMOTION AND FLPP, BUT THE SOLDIER CAN BE ASSIGNED AGAINST A REQUIREMENT IN THEIR MLANG. THIS WILL BE THE SOLDIER'S CLANG UNTIL THE SOLDIER IS NO LONGER UNDER AN ACTIVE DUTY SERVICE OBLIGATION (ADSO) FOR THE LANGUAGE (2 YEARS FOR EVERY YEAR OF TRAINING) OR AS DETERMINED BY THE APPROPRIATE BRANCH MANAGER.

BRANCH MANAGERS WILL DETERMINE THE CLANG BASED ON PROFICIENCY LEVEL AND REQUIREMENTS. SOLDIERS WHO MEET THE 2/2 STANDARD CAN REQUEST VIA DA 4187 TO CHANGE THEIR MLANG TO THEIR CLANG WITH HRC APPROVAL BASED ON AUTHORIZATIONS/REQUIREMENTS. THIS WILL BE USED AS THE EXCEPTION RATHER THAN THE RULE AND WILL BE BASED ON THE NEEDS AND DISCRETION OF THE ARMY.

D. FOR RC SOLDIERS WITH SKILLS IN MORE THAN ONE FOREIGN LANGUAGE, THE PRIMARY LANGUAGE IS THE LANGUAGE OF THE DUTY POSITION. FOR SOLDIERS ASSIGNED TO BRANCH/LANGUAGE IMMATERIAL POSITIONS, THE SOLDIER MUST SUBMIT A DA FORM 4187 SELECTING A PRIMARY LANGUAGE TO:

(1) CHIEF, NATIONAL GUARD BUREAU, (ATTN: NGB-ARH), 1411 JEFFERSON DAVIS HIGHWAY, ARLINGTON, VA 22202-3231, FOR ARNG SOLDIERS.

(2) COMMANDER, ARHRC, (ATTN: ARPC-PLT-T), 1 RESERVE WAY, ST. LOUIS, MO 63132-5000, FOR USAR SOLDIERS.

D. ALL OFFICERS/WOS MUST CONTACT THE APPROPRIATE ASSIGNMENT PERSONNEL MANAGERS FOR DETERMINATION OF THEIR CLANG/PRIMARY LANGUAGE.

E. FOR AA ENLISTED PERSONNEL, ONCE THE CLANG IS DETERMINED, IT IS ENTERED INTO THE TAPDB. AHRC-EPB-M DOES THIS UPON RECEIPT OF DA FORM 330 OR DLPT 5 TEST RESULTS AND FOR OFFICERS, THEIR BRANCH MANAGER.

SOLDIER INITIATED CHANGES TO CLANGS/PRIMARY LANGUAGES

UPON COMPLETION OF THE ADSO FOR LANGUAGE TRAINING, A SOLDIER MAY SEND A DA FORM 4187 THROUGH THE UNIT TO THE APPROPRIATE HRC PERSONNEL MANAGER TO REQUEST A CHANGE OF CLANG/PRIMARY LANGUAGE. THE SOLDIER MUST PROVIDE PROOF OF PROFICIENCY LEVEL INTO THE NEW CLANG/PRIMARY LANGUAGE.

ANNEX B

DOD OTHER APPROVED LANGUAGE LIST

IN ORDER TO BE PAID FLPP FOR ANY LANGUAGE ON THIS LIST, SOLDIERS MUST BE IN A CODED BILLET OR HAVE A CLANG FROM ONE OF THE LANGUAGES LISTED BELOW.

ACHINESE (AF)	ACHOLI (AH)	ADIGEY (AG)	AFRIKAANS (AA)
AFRO-ASIAN (TZ)	AKAN (FB)	AKPOSSO (BC)	ALBANIAN (AB)
ALEUT (ALE)	AMASHI (CR)	AMHARIC (AC)	ARAMAIC (AT)
ARMENIAN (AR)	ASSAMESE (AS)	ASSYRIAN (XY)	AVAR (AW)
AVESTAN (XB)	AYMARA (AY)	BAHNAR (BB)	BAKWERI (BK)
BALINESE (BD)	BALTIC (WZ)	BALUCHI (BT)	BAMILIKE (BJ)
BANTU (BZ)	BASHKIR (BP)	BASQUE (BQ)	
BASSA (CAMAROONS) (EC)		BASSA-KRU (BG)	BATAK (BF)
BAULE (BH)	BEJA (BE)	BELORUSSIAN (BL)	BEMBA (BM)
BERBER (BR)	BETI (BTB)	BHILI (BHB)	BICOL (CG)
BIHARI (BV)	BINI (CU)	BRAHUI (VR)	BRETON (BX)
BUGINESE-MAKASSARESE (CE)		BULGARIAN (BU)	BURMESE (BY)
BURUSHASKI (RS)	CATALAN (CB)	CEBUANO (VB)	CHALDEAN (XC)
CHAVACANO (HV)	CHECHEN (CK)	CHIGA (CGG)	CHOCTAW (CHO)
CHOKWE (CY)	CHUKCHI (CV)	CHUVASH (CHV)	COMORIAN (QC)
COPTIC (CL)	CORNISH (CP)	CREE (CRE)	CZECH (CX)
DAKOTA (DAK)	DANISH (DA)	DIMLI (DIQ)	DINKA (DJ)
DIVEHI (DV)	DJERMA-SONGHAI (DB)		
DOGRI-KANGRI (DOI)		DUALA (DL)	DUTCH (DU)
DUTCH-CREOLE (DW)		DZONGKHA (DK)	EFIK (EF)
ESPERANTO (EL)	ESTONIAN (ES)	EWE (EW)	EWONDO (EX)
FANA (GX)	FANG (FA)	FAROESE (FD)	FIJIAN (FG)
FINNISH (FJ)	FLEMISH FL)	FON (FQ)	FORMOSAN (FM)
FRISIAN (FE)	FULANI (FV)	FUTNIAN (FT)	FUUTA JALON(FUF)
GA (GB)	GAELIC (GL)	GALICIAN (GLG)	GALLA (GA)
GALLIC (GC)	GEORGIAN (GG)	GERMAN (GM) (*)	GILAKI (GLK)
GONDI (GQ)	GREEK (GR)	GUAMANIAN (CJ)	GUARANI (GU)
GUJARANTI (GW)	GUSII (GUZ)	HADIYYA (HDY)	
HAITIAN-CREOLE (HC)		HAYA (HAY)	HEBREW (HE)
HERERO (HR)	HILIGAYNON (VY)	HMONG (MC)	HO (HOC)
HOPI (HOP)	HUNGARIAN (HU)	IBAN (JD)	IBANAG (JE)
IBO (JB)	ICELANDIC (JC)	IJAW (JJ)	ILA-TONGA (JF)
ILOCANO (JL)	INDIC (QZ)	IRISH (GF)	ITALIAN (JT) (*)
JARAI (JR)	KABRE (KT)	KABYLE (KY)	KACHIN (KH)
KADAZAN-DUSUN (QDK)		KAMBA (KAM)	KAMBATTA (JG)
KANARESE (KA)	KANURI (JH)	KAPINGAMARANGI (GP)	
KARACHAI-BALKHAR (DC)		KAREN (KC)	KASHMIRI (KB)
KASHUBIAN (KR)	KERES (QKE)	KHERWARI (KD)	KIKONGO (KG)
KIKUYU (KJ)	KIMBUNDU (KK)	KINYARWANDA (KL)	KIRGHIZ (KM)
KIRIBATI (UG)	KIRUNDI (KF)	KISSI (KS)	KITUBA (KN)
KONKANIS (KQ)	KPELLE (KV)	KRIO (KW)	KUMBO (EB)
KURMANJE (XK)	KURUKH (KX)	KUSAIE (QR)	KUSAIL (QM)

FOUO

LADINO (LD)	LAHNDA (LN)	LAHU (LHU)	LAKOTA (LKT)
LAMBA (LL)	LAMPUNG (LJP)	LANDSMAL (LR)	LANNA (NOD)
LAO (LC)	LAPP (LP)	LATVIAN (LE)	LINGALA (LJ)
LISU (LB)	LITHUANIAN (LT)	LOLO (LF)	LOMA (LV)
LOMONGO (LG)	LOMWE (NGL)	LUBA KASAI (LK)	
LUBA KATANGA (LQ)		LUBU (LCF)	LUGANDA (LS)
LUNDA (LM)	LUO (LU)	LURI (LDD)	LUVALE (LUE)
LUYIA (LUY)	MACEDONIAN (MA)	MADURESE (MD)	
MAGINDANAON (NG)		MAKASSAR (MAK)	MAKUA (MJ)
MALAGASY (MG)	MALAYALAM (MN)	MALTESE (MP)	
MANDINGO-BAMBARA (BA)		MANDINGO-DIOULA (MB)	
MANDINGO-MALINKE (MQ)		MANX (MK)	MAORI (ME)
MARANAO (LY)	MARATHI (MR)	MARSHALESE (MM)	MASAI (MS)
MAYA (MF)	MAZANDERANI (MZN)		MEITHEI (MNI)
MENDE (MT)	MERU (MER)	MIAO-YAO (MC)	
MINANGKABAU (MU)		MISKITO (NM)	MONGOLIAN (MV)
MORDVIN (MW)	MORO (MH)	MORTLOCKESE (RL)	MOSSI (MY)
MPONGWE (DD)	MUONG (MX)	MUSKOGEE (MUS)	NAHUATL (NAH)
NAURUAN (UU)	NAVAJO (NAV)	NDEBELE (ND)	NEPALESE (NE)
NGBANI (QNG)	NIUE (NB)	NORWEGIAN (NR)	NUBIAN (NV)
NUNG (NUT)	NUPE (NUP)	NYANJA (NY)	NYANKOLE (NYN)
NYORO (NX)	OGIBWA (OJI)	ORIYA (QA)	OSSETIC (QS)
OTETELA (QT)	PAHARI (PH)	PAKTAI (SOU)	PALAUAN (PD)
PALI (PM)	PAMPANGAN (QV)	PANGASINAN (PN)	
PAPAGO-PIMA (OOD)		PAPIAMENTO (PA)	PAPUAN (PP)
PIZAR MALAY (PS)	POLISH (PL)	PONAPEAN (PC)	PROVENCAL (PR)
PULAP (PX)	QUECHUA (QU)	RAJASTHANI (RA)	REJANG (REJ)
RHADE (RH)	RHAETO-ROMANCE (RC)		ROMANIAN (RQ)
ROMANY (RM)	ROROTONGAN(RR)	RUNDI (RN)	RUTHENIAN (RT)
RYUKYUAN (RY)	SAMA (XL)	SAMOAN (SA)	SANGO (SB)
SANSKRIT (RG)	SANTALI (RB)	SARA (SE)	SASAK (SAS)
SCOTCH-GAELIC (GN)		SEDANG (SQ)	SEMITIC (SZ)
SENA (RF)	SERER (SV)	SHAN (SF)	SHLUH (SG)
SHONA (SH)	SIDAMO (RD)	SINDHI (SD)	SINGHALESE (SJ)
SINO-TIBETAN (UZ)	SLAVIC (PZ)	SLOVAK (SK)	SLOVENIAN (SL)
SOGA (XOG)	SOMALI (SM)	SONGE (SOP)	SONINKE (SN)
SORANI (XS)	SOTHO (SP)	SOUTH MIN (CD)	
SUB SAHARA AFRICAN (GZ)		SUKUMA (ST)	SUMERIAN (YS)
SUNDANESE (DE)	SUSU (SU)	SWATI (SX)	SWEDISH (SY)
SYLHETTI (SYL)	SYRIAC (DF)	TADJIK (TAJIK) (TB)	TAHITIAN (TD)
TAKI-TAKI (TG)	TAMACHEK (TT)	TAMAZIGHT (TZM)	TAMIL (TC)
TAPACHULA (TK)	TARIFT (RIF)	TATAR (TM)	TELUGU (TE)
TEMNE (TF)	TETUM (VM)	THO (TOU)	TIBETAN (TJ)
TIGRE (TN)	TIGRINYA (TL)	TIV (TIV)	TOKELAUAN (UT)
TONGA (UC)	TRUKESE (TQ)	TSONGO (TP)	TSWA (TR)
TSWANA (TS)	TULU (TV)	TUMBUKA (UC)	T-UNG (CW)
TUNGUSU (TY)	TUPI (UA)	TUVULAN (UV)	UKRAINIAN (UK)
ULITHI (UL)	UMBUNDU (MBUNDU) (UM)		VAI (VA)
VISAYAN (BISAYAN) (VY)		VOLAPUK (VQ)	WA (WV)
WALAMO (WA)	WALLISIAN (UW)	WARAY-WARAY (WW)	WENDISH (WB)
WESCOS (WS)	WOLEAI (WL)	WOLOF (WQ)	XHOSA (WH)

FOUO

FOUO

YAKAN (YN)	YAKUT (YA)	YAO (CHINA) (YC)	
YAO (MALAWI/MOZAMBIQUE) (YB)		YAPPESE (YP)	YIDDISH (YJ)
ZANDE (ZNE)	ZAPOTECO (ZAP)	ZENAGA (XA)	ZERBA (XE)
ZULU (XU)	ZUNI (ZUN)		

NOTE: (*) **DOMINANT LANGUAGE**

LANGUAGE IN WHICH THE UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS HAS DETERMINED THERE IS SUFFICIENT STRATEGIC CAPABILITY.

THE STANDARD LIC IS A TWO DIGIT CHARACTER. SOME OF THE LANGUAGES ON THE PAYMENT C LIST WILL BE IDENTIFIED WITH A THREE DIGIT CHARACTER. ALL FLPP ORDERS AND THE MONTHLY REPORTING REQUIREMENT MUST INCLUDE THE TWO OR THREE DIGIT CHARACTER. HRC DOES NOT CURRENTLY CAPTURE THE THREE DIGIT CODE ON THEIR SYSTEMS.

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